

2011 MINUTES

The Regional Synod of Albany

Reformed Church in America

Annual Meeting
Schoharie Reformed Church
Schoharie, New York 12157

May 2, 2011

DIRECTORY
ALBANY SYNOD OFFICE

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BOARD OF TRUSTEES AND EXECUTIVE COMMITTEE

President	Rev. Kathy Davelaar
Vice President	Mr. Richard Doyle
Past President	Rev. Bruce Cornwell
Stated Clerk, 2013	Rev. Robert Hoffman
Chair, Finance	Ms. Bonnie Pflagl
Chair, Overtures and Judicial Business	Ms. Christine Daniels
Chair, Personnel	Mr. John Stratton
Classis Ministries Board	Mr. Ian Leet
Fowler Ministries Board	Rev. Mark Andersen
Albany Classis Representative	Rev. John Paarlberg
Columbia Greene Classis Representative	Mr. Gary Smith
Montgomery Classis Representative	Ms. Mary Dobrovols
Rochester Classis Representative	Rev. Dave Ryder
Schenectady Classis Representative	Ms. Miranda Rand
Schoharie Classis Representative	Rev. Richard Dykstra

SYNOD EMPLOYEES

Albany Synod Office

Synod Executive	Rev. Harold Delhagen
Coordinator for Discipleship and Communication	Ms. Nancy Mc Niven
Coordinator for Revitalization Ministry	Rev. Phyllis Palsma
Fowler Executive Director	Rev. Kent Busman
Synod Executive Assistant	Ms. Nicole Fargione
Fowler Executive Assistant	Ms. Debra Batcher

Fowler Camp and Retreat Center

Fowler Camp and Retreat Center Manager	Mr. Christopher Hayes
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DIRECTORY

PERMANENT COMMITTEES

FINANCE

Ms. Bonnie Pflegl, Chair (Columbia Greene) chairperson	2012+
Mr. Richard Vanderbilt (Albany)	2013+
Ms. Patricia Manley (Montgomery)	2013
Mr. Jim Pettis, Jr. (Schenectady)	2014
Vacant	2012*

PERSONNEL

Mr. John Stratton (Rochester) chairperson	2012+
Ms. Suzanne Peckham (Columbia Greene)	2012+
Rev. Richard Dykstra (Schoharie)	2014+
Mr. Larry DeLaMater (Albany)	2013
Ms. Virginia Fissette (Albany)	2013
Mr. Tom Patterson (Columbia Greene)	2013
Rev. Kent Mc Heard (Schenectady)	2014

OVERTURES AND JUDICIAL BUSINESS

Rev. Robert Hoffman	Stated Clerk
Ms. Mary Dobrovols (Montgomery)	2012
Ms. Christine Daniels (Schenectady) chairperson	2013
Rev. Stacey Midge (Schenectady)	2014
Rev. Tim Van Heest (Albany)	2015
Rev. Jeff Kelley (Schoharie)	2016

NOMINATIONS (stated clerks)

Rev. Robert Hoffman, Chair	Synod
Ms. Nancy Landrigan	Albany
Rev. Gary DeWitt	Columbia Greene
Rev. Mark Andersen	Montgomery
Ms. Anita Manuele	Rochester
Ms. Carol Troost	Schenectady
Rev. Sherri Meyer Veen	Schoharie

+ denotes second term

* denotes filling an unexpired term

2011 Minutes

THE REGIONAL SYNOD OF ALBANY

The annual meeting of the Regional Synod of Albany convened on May 2, 2011 at the Schoharie Reformed Church in Schoharie, New York. Rev. Bruce Cornwell, president, presided.

I. GATHERING

President Bruce Cornwell called the meeting to order at 9:00 a.m. and invited the delegates to gather in the sanctuary where Revs. Mike and Sherri Meyer Veen, co-pastors of the Schoharie Reformed Church welcomed the delegates and guests and led in the litany.

II. FORMATION OF SYNOD

Twenty-five ministers and twenty-three elders, including the president and vice president signed in as delegates, making a total of forty-eight voting delegates and officers in attendance.

DELEGATE ROSTER

Ministers

Elders

ALBANY CLASSIS

Peggy Funderburke
Bill Morris
Carolyn Lewis
Susan Kerr

Susan Cable
John Hubbard
Larry DeLaMater
Nancy Landrigan

COLUMBIA GREENE CLASSIS

Barbara Dickens
Daniel Herrick
Nancy McClure-Long
Rudy Visser

Amy Hodor
Cheryl Krein
Susanne Peckham
Gary Smith

MONTGOMERY CLASSIS

Nancy Ryan
Miriam Barnes
Brian Engel
Mark Andersen

Stephanie Paradiso
Randy Karcher
Geania Lasda

ROCHESTER CLASSIS

Don White
Tim Ten Clay
Michael Merry

Joe English
Lois Fiegl
John Stratton
Hiram Beckerink

SCHENECTADY CLASSIS

Bob Luidens
Alan Jager
David DeVries
Craig Hoffman

Malcolm Sanders
Richard Doyle
Jim Pettis
Tracie Knutti

SCHOHARIE CLASSIS

Mike Meyer-Veen
Sherri Meyer-Veen
Brian Dykema
Greg Town

Carol Hendrix
Jill Cullen
Henry Blaufox
Millie Zuk

A minister delegate from Rochester Classis and Elder Tracie Knutti were unable to attend the meeting.

The following staff, board members and visitors were granted privilege of the floor. Synod Staff: Rev. Harold Delhagen, Rev. Phyllis Palsma, Nancy Mc Niven, Rev. Kent Busman, Rev. Robert Hoffman and Nicole Fargione. Overtures and Judicial Business Committee vice chairperson, Stacey Midge; Fowler Ministries Board member David Walsh; Classis Ministries Board presenters Sue Smith, Rev. Scott De Block, Rev. Dirk Gieser, Ms. Lucinda Legters; and guests Rev. Rita Root, United Church of Christ; Marilyn Paarlberg, Room For All; Kay Grosch, Synod Structure Review Task Force; Lucille Neckers; Jane Beckerink and Charley Shoemaker.

III. THE AGENDA

8:00am	Delegate Sign In and Refreshments	
9:00am	Call to Order and Gathering Litany	Revs. Mike and Sherri Meyer-Veen
9:15am	Delegate Introductions	Bruce Cornwell
	Welcome to Guests and Privilege of the Floor	Robert Hoffman
	Agenda Review and Approval	
	Reading of the Minutes of May 3, 2010 (by title)	
	Committee Appointments	
	Summary of Major Actions (Executive Committee/ Boards of Trustees)	

10:00am	Synod Executive's Report	Harold Delhagen
10:20am	Classis Ministries Board	Sue Smith
	Revitalization Working Group	Scott De Block
	Green Church	Dirk Gieser
	Revitalizing Church	Lucinda Legters
10:40am	President's Report	Bruce Cornwell
	Room for All	Marilyn Paarlberg
11:00am	Nominations Committee	Robert Hoffman
	Election of President	
	Nominees for Vice President	
11:15am	Ecumenical Greetings	Rev. Rita Root
11:20am	Worship and Celebration of Communion	Revs. Mike and Sherri Meyer-Veen
12:15pm	Lunch	
12:50pm	Gathering Litany	
1:00pm	General Synod Council Report	Greg Town
1:10pm	Fowler Ministries Board Report	Dave Walsh
1:30pm	Standing Committee Reports	
	1. General Review Committee Advice	
	President's Report	
	Classis Ministries Board	
	Fowler Ministries Board	
	Synod Executive's Report	
	2. Committee on Accounts	
	3. Overtures/ Judicial Business Committee	Stacey Midge
	4: Resolutions Committee	
3:00pm	Miscellaneous Business	Robert Hoffman
	Commissioning of Officers	Bruce Cornwell
	Adjournment	

MOTION: To approve the agenda as distributed in the synod call to meeting workbook with the inclusion of reports handed out at the meeting. (CARRIED)

IV. THE MINUTES

The minutes of the May 3, 2010 meeting of the Regional Synod of Albany were reviewed by the synod's officers on June 24, 2010. Official copies were signed by the president and clerk and sent to General Synod. Copies were distributed to the classes of the Regional Synod of Albany and posted on the synod's website. The minutes of the May 3, 2010 meeting were read by title.

MOTION: To approve the reading of the minutes of the May 3, 2010 meeting of the Regional Synod of Albany by title. (CARRIED)

V. APPOINTMENTS

STANDING and REVIEW COMMITTEES

Committee on Accounts

Elder
Jim Pettis, Chairperson
Jill Cullen
Gary Smith

(two ministers and three elders)
Minister
Peggy Funderburke
William Morris

General Review Committee

Elder
Richard Doyle
John Hubbard
Joe English

(three ministers and three elders):
Minister
Rudy Visser, chairperson
Craig Hoffman
Mike Meyer-Veen

Resolutions Committee

Greg Town

(two delegates):
Miriam Barnes

Tellers

Elder
Malcolm Sanders
Stephanie Paradiso

(two ministers and two elders)
Minister
Susan Kerr
Dan Herrick

Classis Minutes Review Committee

Rev. Gary De Witt
Rev. Mark Andersen
Rev. Sherri Meyer Veen

(stated clerks of the synod):
Nancy Landrigan
Anita Manuele
Carol Troost

MOTION: To approve the appointments to the Standing and Review Committees and to appoint tellers. (CARRIED).

VI. SUMMARY OF MAJOR ACTIONS

Regional Synod of Albany Executive Committee

The Albany Synod Executive Committee (ASEC) met nine times following the May 3, 2010 annual meeting. In person meetings were held on June 24, 2010, September 28, 2010, November 18, 2010 and March 10, 2011. Electronic meetings by e-mail were held on November 4, 2010, December 29, 2010, and January 26, 2011 and by web-link on February 17, 2011.

The following is a summary of the major actions approved in the course of those meetings:

Appointed the Finance Committee chairperson, the Stated Clerk, the Synod Executive and the Office Manager as signatories on all Synod bank accounts.

Approved the classis appointments to the ASEC, the Classis Ministry Board and the Fowler Ministries Board.

Approved changes to the Synod Employment Handbook in the areas of Gifts, Gratuities or Honorarium, Staff Sabbaticals and Continuing Education as recommended by the Personnel Committee.

Approved the review process to be used by the Synod Restructure Review Task Force including interviews and/or surveys with consistories, classis executive committees, synod boards, permanent committees and staff.

Approved the Personnel Committee's recommendation to conclude the employment relationship with Heather Johnson, Office Manager.

Approved the 2011 Authorization Schedule as presented by the Synod Finance Committee.

Approved the 2011 clergy housing resolutions and Health Flex spending amounts for eligible synod staff, as recommended by the Personnel Committee.

Rescinded ASEC 09-28 that no salary raises be given to synod staff in 2011 and approved a salary increase of 3% per synod staff for 2011.

Approved the Personnel Committee's recommendations concerning the position descriptions for the Fowler Executive Director and the Synod Executive Assistant.

Approved the Personnel Committee's recommendation to hire Nicole Fargione as the Synod Executive Assistant.

Approved the Finance Committee's recommendation of the firm to do the Synod and Fowler audits for 2010 and their recommendation of the firm to assist in the bookkeeping transition for the Synod Executive Assistant.

Appointed chairpersons of permanent committees of the Regional Synod of Albany: John Bowen as Personnel Committee chairperson and Norm Tellier as Finance Committee chairperson and Christine Daniels as the Overtures and Judicial Business Committee chairperson.

Regional Synod of Albany Board of Trustees

The Albany Synod Board of Trustees (SBOT) met three times following the May 5, 2010 annual meeting. These meetings were held on June 24, 2010, November 18, 2010 and March 10, 2011. The following is a summary of the major actions approved in these meetings:

Voted to approve the Finance Committee's action to move \$7,400 from Synod investments to the Fowler Endowment Fund.

Appointed the Chairperson of the Finance Committee and the Stated Clerk to be signatories for the Albany Synod's investments.

Fowler Camp and Retreat Center Board of Trustees

- Designated the Chair of the Synod Finance Committee and the FMB clerk as fiscal signatories for the Fowler accounts.
- Set new guidelines for nominating additional non-voting members of the Fowler Ministries Board, set such terms as a single term of four years, and voted that they be added to the FMB policy manual.
- Allocated money from the Kelly Fund into the Fowler Endowment Fund.
- Endorsed and approved redecoration of Chi-Rho rooms as proposed.
- Directed the Fowler Executive Director be given the task of connecting with UCC and Presbyterian representatives in order to offer Fowler as a Christian camping alternative in light of their recent camp closings.
- Requested that the Property Committee present to the FMB in January 2011 an updated timeline on the completion of the Master Plan projects.
- Requested that the Property Committee FMB in January 2011 a realistic assessment of staffing needs in order to maintain and operate a camp with the current and projected occupancy rates.
- Contracted with Jen Kenneally to serve 330 hours as Development Coordinator in 2011, with her compensation set at \$25,000.00 and a goal of raising \$150,000.00 in 2011.
- Proposed changes to Article 6, Sections 3, 5, and 6 of the Albany Synod by-laws concerning membership of Finance and Personnel Committees on the FMB, in order to broaden the communication and input on fiscal and personnel issues being considered by the FMB in the course of its business. Transmitted these recommended by-law changes to the Synod Overtures and Judicial Business Committee for review.
- Affirmed a proposed and expanded Camp Executive Director position description and forwarded it to the Personnel Committee for consideration by ASEC.
- Approved a position description for Fowler Bookkeeper and directed staff to proceed with a search.
- Affirm the Fowler staff evaluations and created a committee of the FMB to review staff salaries for 2011.
- Approved the ‘Authorization Schedule’ document as amended to include official fiscal steps that must be taken by the FMB and appropriate staff, and forward it to ASEC.
- Approved the hiring of Sandra Narusky as our hourly bookkeeper beginning 1 January 2011.
- In December, approved a salary increase for the Fowler Manager and Executive Assistant each a 5% raise to their base salaries for 2011, and to commit to do a realignment plan for their compensation packages for 2012, with a sub-committee to be appointed by the FMB moderator reporting to the board no later than the October FMB meeting. In March 2011, approved the recommendation of a Synod subcommittee, consisting of representatives from ASEC, Personnel, Finance, and FMB, to approve the salary adjustments and the salaries for the Operations Manager and Executive Assistant in 2012, and recommend to the Synod the salary adjustment plan and salary for the Executive Director for 2012.

- Approved the creation of, and a job description for, a “Weekend Camp Care Staff” position to ease the workload on the Property Manager. Hired the first individual to fill this position in March 2011.
- Approved the proviso that nine campers may be permitted in a cabin for High School Triple A week, in conformance with New York State Health Department regulations, which requires that this be a waiver voted each year.
- Following review by the Personnel Committee approved the revised job description for the Cook/Housekeeper position, to initially be a salaried position.
- Approved a waiver and ‘write off’ of \$3,000.00 erroneously paid to Kent Busman in 2010 as an error by the Board, provided that we are not found to be in violation of tax law or other government regulations.
- Approved the 2012 budget to be forwarded to the Finance Committee, which will forward it to the Synod.
- Approved the 2011-12 rate schedule for cabin and facility rentals, effective 1 September 2011.

VII. SYNOD EXECUTIVE’S REPORT

Rev. Harold Delhagen, Synod Executive, reporting

Sisters and Brothers,

It is with deep joy and delight that I can share with you this morning that as a community of congregations, the Regional Synod of Albany has found its voice and is living well into our vision of helping one another in the pursuit of revitalization, discipleship and mission. As we lived into our first two years within a new structure we have maintained a clear focus on providing resources for the healing and nurture of our congregation so that they might live out God’s mission in their communities and world. As we have lived into this new vision we have discovered new ways of working together.

While we dreamed of a rather clear and simple way of working together through a Classis Ministry Board we also discovered there were other ways to engage together collegially that were not imagined in our original design. God is working God’s way with us outside of ways we originally thought. The Classis Ministries Board has indeed also begun to find its voice and there is significant energy and passion among them as they gather. We would do well to remember that this new structure was intended to ensure that the things we do collectively as a Synod remained rooted and owned by the classes and churches. There is still a weak link in this part of our structure with a need to connect the Classis CMB representatives to the leadership and governance of their particular Classis. As I proceed through this report I will make suggestions that I hope will be helpful (since I will leave recommendations to others). **My first suggestion is that at least one of the CMB representatives be seated (voting or non voting) on the Executive Committee of its sending Classis.** This would ensure greater communication of needs, interests and

opportunities between the CMB and the classis. Some Classes have already made this provision.

In pursuing our revitalization goals we discovered another new way of working together called working groups. Working groups are comprised of people who have gifts, skills, expertise and passion for a particular area of ministry. We have been calling working groups together around key areas of our Synod's mission. The first working group to be convened has been the in the area of revitalization. For almost a year now a group of a dozen people have gathered once a month for a full day to learn together and develop tools for revitalization. We have read together, attended conferences, and reviewed best practices related to the area of revitalization. The Revitalization Working Group has strived to create a revitalization tool box and a visioning process that is already at work with in our synod congregations. You will be receiving a report from this working group and hearing from a couple of congregations who are engaging in this new visioning process.

A second working group on discipleship is emerging from a group that has been meeting for a very long time. This group meets once a month bringing together their gifts, skills and passion in the discipleship areas of Christian Education and Youth Ministry. As a result we have benefited from an extremely helpful synod wide workshop on discipleship, a call for innovative and essential resources for *Safe Sanctuaries* and workshops on how to live well and responsibly with the gift of creation. This network will continue to meet for support and resourcing. Several members of this group and additional gifted individuals will begin to meet as a Discipleship Working Group. Their purpose will be to help resource synod congregations and classes for discipleship ministries.

Next Saturday we will experience the birth of our third working group. As we move through our original goals with their emphasis on revitalization and Discipleship we have felt called to gather a group with gifts and passion for mission. The Mission Working Group will explore how they might work together to provide resources and opportunities so that our congregations will be better equipped to engage in mission in their local communities and the larger world.

As we pursue our goals together we have continued to affirm our need to work together. Besides the work of our two ministry boards (Classis and Fowler Ministries) as well as our working groups, we have been discovering opportunities to cluster congregations together so that they might share in mutual support, encouragement, accountability and to share resources. Imagine four congregations gathering consistories together for daylong workshops, pastors gathering for Bible study and prayer. Imagine congregations opening themselves up to accept the pastoral care of the other pastors in the cluster. We no longer have to imagine. Such clusters have now come into existence with the resourcing of our Synod staff. **I suggest that each congregation and classis explore new ways of working collegially together for mutual support, accountability and the sharing of resources.**

In my work of helping us to live into the goals and vision of our Synod I have become aware of significant work that needs to be done in ministry standards. We are one of the only denominations that do not have required training in the area of professional boundaries awareness and standards for safe sanctuaries. This governance responsibility certainly rests upon the classes. Your synod along with our partner, the Capital Region Theological Center do have these resources readily available and stand ready to provide them if each classis would agree to require such training. A second area concerning standards is related to preaching elders and candidates for ministry. If nothing else we are duplicating a great deal of effort. **I suggest that the RSA establish a standards task force, which will research the areas of training and requirements in the areas of boundaries, safe sanctuaries, preaching elders and candidates for ministry in order to make recommendations to our synod at our next stated annual meeting.**

We have taken great strides toward our goals. I am happy to report that our financial picture is far healthier than it was two or more years ago. Both Fowler and Classis ministries are in better financial condition since we moved the Fowler ministries to become their own cost center. In 2010 voluntary contributions from synod congregations to Classis and Fowler Ministries combined has increased by almost 30%. On top of that we have seen Fowler Ministries do amazing things in developing new sources of revenue. We are changing how we do staffing in ways that have also provided significant cost savings. As a result we are making significant gains in how we fund the work of our entire synod.

So I am pleased to report that we are resourcing more churches, more effectively and creatively, with more effective stewardship of our financial resources. And we are experiencing the rewards of faithful ministry as we do it.

Yours in Christ's Service,
Harold M. Delhagen
Synod Executive

In addition to the presentation of the report, Harold expressed deep thanks for the ministry service of those with whom he has worked closely this past year and whose ministry to the Regional Synod will be concluding with their office responsibilities. He also spoke about the prayers that were being offered for the synod by various members of the congregations of the synod and how encouraging that is for us as we meet today. Harold noted that the various "suggestions" included in his report have come from his involvements and visits across the synod with congregations, consistories and classes as well as individuals and small groups. He reminded that the Synod is really the gathering of the classes and congregations and how much we need each other, can help one another, glorify Christ in our work together and serve the world around us in ministry with one another.

The report of the Synod Executive is referred to the General Review Committee for their recommendation to the Synod, as per our Rules of Order.

VIII. Classis Ministries Board **Sue Smith, Chairperson, Reporting**

The Classis Ministries Board comprised of a deacon, an elder, and a pastor from each of our 6 classes meets on a regular basis and strives to fulfill our mission statement:

“The overall goal of the Classis Ministries Board is to promote nurture and to promote healing in classes and congregations in the Regional Synod of Albany so they may be empowered to live out faithful and fruitful mission in God’s world.”

As we worked together this past year we started with reflecting on what needs to happen in the next four years to live-out this goal. As classis representatives we have been encouraged to attend classis meetings and executive meetings if possible to better understand how our board can assist classes and congregations to enrich their ministries. Since it appears that many churches and classes are facing the same issues, we encourage them to work together to find solutions.

One new aspect of our meetings this year was our first online meeting in January. Everyone agreed that even with the first time glitches it was a good way to meet in the dead of winter. The group agreed that we should try this meeting mode again in the winter.

We have received, reviewed and mostly approved many proposals for programs this year, all of which have come from multiple congregations and usually more than one classis and feel that the process of generating ideas for programs from the congregations and classes has worked well.

Below is a list of these events:

- Gifts for persons with HIV/AIDS
- Theology Course for Preaching Elders – completed in Rochester and additional courses being planned
- Consistory Training – Rochester & Montgomery
- Preaching/Worship Leaders Retreats at Fowler (Advent and Lent themes)
- Beginnings and Beyond
- Cluster Workshop – Columbia-Greene
- “Setting Sail Again” - a one-day webinar from Alban Institute led by Alice Mann
- Revitalization Working Group
- The Church and Its Money Workshop –led by Norm Tellier in Niskayuna and Newark

All of these events have been well received and mostly well attended. There are several events that are still in the planning stage but will mostly be happening this spring, so check the synod website and watch for *Currents* from the synod office.

- Preaching Elder Training

- Church Supervisor Training
- Safe Sanctuaries
- Healthy Communication Workshop
- Mission Working Group

At our March meeting we were joined by three members of the Synod Restructure Task Force who are meeting with all the parts of the RSA structure to inform their work on how the restructure is working. We had a valuable discussion and shared openly with the task force. As a result, we as a board decided we need more time to dream and look at new ideas for our work, so we agreed to schedule a day to meet for this purpose in May or June.

Also, at that meeting, we heard a report of the “Leaders’ Journey” event from Harold and Phyllis and we voted to endorse a similar event for the tri-synod region. Harold and Phyllis will work on this event and keep us posted.

As we work together, our Board has evolved and our job becomes clearer. One thing we all agree on is the quality work of our staff. Nancy McNiven and Phyllis Palsma continue to bless us with their talents and enthusiasm. We certainly recognize that our staff takes our proposals, fleshes out the details, and makes sure they happen! On behalf of the Classis Ministries Board I wish to express our constant gratitude for your fine work!

In conclusion I want to introduce you to three people who are actively working in areas we have endorsed so you can hear from actual on the ground people:

Revitalization Working Group: Rev. Scott DeBlock
 Revitalizing a Church: Rev. Dirk Gieser
 Green Church: Lucinda Legters

Respectfully submitted,
 Sue Smith, moderator

In addition to this report, Sue introduced Scott De Block, Dirk Gieser and Lucinda Legters who were present to give examples of their congregation’s involvement with the Classis Ministries Board.

Rev. De Block reported on the work of the Revitalization Working Group. He distributed a summary paper describing who constitutes this working group and what some of the strategies are that already exist for congregations through their work. Scott especially encouraged that a congregation does NOT need to be in crisis to utilize any of these strategies, but must have a desire to be strengthened and encouraged in ministry.

Rev. Gieser spoke about how Delmar Reformed Church was challenged by “Now What” in their ministry life. This challenge motivated them to move beyond what they had already accomplished to reach for more of what God was calling them to do and become.

He described their utilization of the Natural Church Development Process as well as local consultants in order to continue growing in ministry to their community.

Ms. Legters spoke about her life and witness with the Abbe Reformed Church in Clymer and how the Classis Ministries Board assisted them in picking up the pieces following some difficult times in their congregational life. She highlighted the process that they followed and how beneficial it was for the congregation to reconnect with one another and their ministry. She encouraged the Synod: Don't Wait: don't wait for crisis to come or the situation to get worse and Don't Be Afraid: don't be afraid of the new or the uncertain because God is in it and will lead us through it.

The Report of the Classis Ministries Board was referred to the General Review Committee for their recommendations to the Synod.

IX. THE PRESIDENT'S REPORT

Rev. Bruce Cornwell, President, reporting

In Gordon MacDonald's book "Who Stole My Church?," Jack Welch, the former CEO of GE is quoted as saying, "When the rate of change inside an organization is slower than the rate of change outside an organization, the end (of that organization) is in sight." This might easily explain why so many churches in this country (including our own) are struggling. Many churches, for example, continue to maintain a corporate style of worship based on models from the early and mid twentieth century. We resist any kind of change to our liturgies and music... we resist almost anything that smacks of technology and then wonder why our children and grandchildren don't want to come to church. The point is that most of us, for whatever reasons, resist change and certainly the church as an institution resists change – even though historically the church has been constantly changing or consistently reinvented. Jesus and the disciples, the Emperor Constantine, Martin Luther and John and Charles Wesley (to name but a few) all reinvented the church in one way or another.

So here's the bottom line of all this writes Gordon MacDonald in his book: "Down through two thousand years, you have only one unchanging thing in the church: *the gospel of Jesus that calls people to forgiveness of sins and to participation in a community of people who want to serve each other and go forward to make a statement about God's love in their worlds.* **But the ways in which people organize themselves to actualize this one unchanging thing is changing all the time.** Almost nothing can stay the same for long if you want to connect with people and introduce them to Jesus Christ."

The Regional Synod of Albany has been trying to reinvent itself for some time now. In 2008, the Synod, after years in the making, approved a restructure plan and since then has been trying to implement that plan. And though some aspects of the restructure seem to be working well, there are other aspects of the implementation that have been problematical. These problems might be attributed to resistance to change,

misunderstandings, lack of clarity, bylaws discrepancies, money issues, power configurations, conflicting leadership styles and the like. What this all boils down to is that we're not yet where we'd hoped to be at this point in time. For this reason the Synod created the Synod Restructure Review Task Force to address these problems.

SYNOD RESTRUCTURE REVIEW TASK FORCE

A considerable amount of my energy and focus this past year has been on convening the meetings of the Task Force comprised of James Brumm, Kay Grosch, Robert Luidens, Sherry Meyer-Veen and Lisa Vander Wal. In September, ASEC met to redefine its charge to the Task Force. At that time ASEC determined to:

To instruct the Task Force to develop a process by which to evaluate the progress of the Synod's restructure in the following areas:

1. Fulfillment of the vision of the restructure (Adopted by ASEC: January 9, 2008);
2. Clarity and transparency of restructure;
3. Stewardship of human resources;
4. Particular areas that have flourished;
5. Particular areas that need more work;

and report back to ASEC by the November 18, 2010, ASEC meeting; and further to evaluate the progress of the Synod's restructure in these areas with an interim report to ASEC by February 10, 2011, and final report with any appropriate recommendations by March 1, 2011.

In October, I met with the Task Force which embraced the charge, but requested additional time to complete its work. ASEC extended the timeline to November 2011.

Soon thereafter, the Task Force met to design its methodology. They developed questions and surveys for the different people, committees and boards that they had determined they needed to interview. Then meetings were scheduled. To date the Task Force has met with the OJB Committee, the Finance Committee, the Fowler Ministries Board, the Classis Ministries Board, the Personnel Committee and Bob Hoffman. Meetings with Phyllis Palsma, Nancy McNiven, Kent Busman and Harold Delhagen are scheduled for this week. Their final interview with ASEC will take place on June 9.

Throughout the summer and fall, the Task Force will meet to evaluate information gleaned from the interviews and begin the process of developing observations and recommendations for Synod which will be presented at the November meeting of ASEC.

Since the work of the Task Force is ongoing, my only recommendation is to "stay tuned."

There are two aspects of our denominational life which continue to be of concern to many of us. I am referring to the Covenant of Care and RCA Assessments. Both of these

policies are problematical and, in my opinion, warrant whatever time and energy is required to implement change.

COVENANT OF CARE AND RCA ASSESSMENTS

In our denomination, when a church calls a full-time pastor, it agrees to “provide group life, long-term disability, and medical insurance for ministers and ministers’ immediate family members and to pay the stipulated contributions to the RCA retirement plan.” Those churches choosing not to enroll in the RCA’s group plan are still required to pay a “Covenant of Care contribution premium.” The cost of this premium is approximately ½ the cost of the individual employee premium or about \$3000.00 per year.

In addition, according to the Book of Church Order, “the classis shall assure that the provisions of the call form for retirement and insurance are fulfilled for all of its ministers serving full-time...”

This, unfortunately, puts a classis in an awkward position should a church choose not to enroll its minister in the RCA plan and not to pay a Covenant of Care contribution premium, because it is the classis that is assessed the full amount of unpaid Covenant of Care contributions (past and present). In other words, a classis is punished for the delinquencies of one or more of its churches.

In spite of my gross oversimplification of the insurance problem, the point is that the RCA Insurance plan requirements and/or the Covenant of Care contribution are proving divisive in our classes and amongst our congregations. What often happens is that classes, in order to pay the premiums, take funds from other ministries or they pass the assessed penalty to the rest of the congregations many of which have already paid their Covenant of Care contribution premium. It is not hard to imagine that this kind of approach fosters only anger and resentment between congregations.

Another issue creating friction between churches and classes is the Assessment issue. In many churches active membership is declining. This might be the result of the loss of actual people or the changing the membership status of fringe members from active to inactive. The consequence of the decline of active membership – however it occurs – is that fewer assessments are received by classes, regional synods and General Synod inhibiting their ability to function.

Related to this issue is a congregation’s inability or refusal to pay their assessments. Again, it falls to the classes to collect assessments from churches in arrears. A classes failure to do so results in retribution from on high (Classis delegates are not seated at General Synod). Once again, a system exists that pits - what I believe were intended to be mutually supportive bodies (classes and congregations or congregations and congregations) – one against the other.

The overture that the Regional Synod of Albany sent to General Synod last year, addressing the issue of how assessments might be otherwise calculated, was denied

because there was “confusion over what constitutes ‘congregational income (Do endowments and building funds constitute congregational income?);” and because another resolution (R-17) already mandated that a General Synod Council Task Force “explore alternate funding systems.”

It is my understanding that this task force has requested another year to complete its work. To date they have gathered data from classes and regional synods about their current method of assessing. They are also looking at the funding policies of other denominations. In spite of the work of this task force, I believe that the Regional Synod of Albany must continue to explore and push for alternative funding systems and continue to address the discord between classes and congregations that the present system encourages.

Therefore, I would like to recommend that a task force of six people be appointed to investigate the effects that the present assessment system and the RCA insurance requirements are having on our classes and congregations; to formulate alternative policies for presentation to the Synod and/or General Synod and to report back to ASEC at its fall meeting.

Finally, in my opinion, there is one area of our denominational life that is in need of a complete overhaul. I am referring to our theological, intellectual and social understanding of homosexuality and our inability to fully include lesbian, gay, bisexual and transgender individuals in the lives of our churches, classes and synods. For several years, I have been on the regional steering committee of Room for All, a national non-profit organization advocating for the full participation of lesbian, gay, bisexual, and transgendered (LGBT) persons in the life and ministry of the Reformed Church in America (RCA). We are called to respond to the inclusive love of God, as revealed to us in our Lord and Savior Jesus Christ, by offering welcome and support to LGBT persons and allies, and by providing space for those similarly convicted to minister within the RCA; and we consider ourselves a network of RCA members and churches engaged in a cooperative effort to educate others about issues of sexuality, gender, and orientation in relation to Christian life.

This past year has seen the development of a number of new regional Room for All Chapters throughout the denomination and the appointment of a full-time national director Marilyn Paarlberg. Marilyn is with us today and I would like to introduce her to you and ask her to bring greetings and say a few words on behalf of Room for All.

Marilyn Paarlberg

My recommendation in regards to Room for All is for those congregations that feel ready and willing to enter into conversations about this issue. I encourage you to attend Room for All meetings in your area. If your region does not have a chapter there are people, such as Marilyn, and resources to help you start one.

I would like to take this opportunity to thank you for the opportunity to serve as president of Albany Synod. It has been a privilege to work with Harold, Kent, Bob, Phyllis, Nancy and all the staff; Kathy, our vice president; all the committee chairs and members of Executive Committee; the Classis Ministries Board and its moderator Sue Smith (our past president); the Fowler ministries Board and its moderator David Walsh; and the Synod Restructure Review Task Force who I mentioned by name earlier.

In conclusion, I'd like to go back to something I mentioned earlier in this report. The reality is that we live in a world that is changing far more rapidly than we ever thought imaginable and we worship a God who is always recreating... sustaining... redeeming... revealing... reforming... transforming... In the midst of all this change, as Gordon MacDonald reminds us: "you have only one unchanging thing in the church: *the gospel of Jesus that calls people to forgiveness of sins and to participation in a community of people who want to serve each other and go forward to make a statement about God's love in their worlds.* **But the ways in which people organize themselves to actualize this one unchanging thing is changing all the time.** Almost nothing can stay the same for long if you want to connect with people and introduce them to Jesus Christ."

My recommendation is that we endeavor to embrace the changes we are making.

In addition to presenting this report, Bruce introduced Marilyn Paarlberg and invited her to briefly address the Synod about the work and hope of Room for All. Marilyn noted the desire of Room for All is to support, educate and advocate for all people and to encourage dialogue between the membership and leadership of the Church.

The Report of the President was referred to the General Review Committee for their recommendations to the Synod.

Expressions of thanks were extended to Bruce for his leadership and work for the Synod during this past year.

X. ELECTION OF OFFICERS

The president, vice president and stated clerk were elected by ballot.

For the office of President, Rev. Kathy Davelaar, the current vice president, was the sole nominee.

MOTION: to elect Rev. Kathy Davelaar to the office of President of the Regional Synod of Albany by acclamation. (CARRIED)

For the office of Vice President, the Nominations Committee presented Richard Doyle as a candidate. It was noted that other candidates may be nominated at this meeting but that they must come from seated delegates.

MOTION: to close the nominations and to elect Richard Doyle to the office of Vice President of the Regional Synod of Albany. (CARRIED)

For the office of Stated Clerk, Rev. Robert Hoffman is the current clerk and is willing to serve another two year term.

MOTION: to elect Rev. Robert Hoffman to the office of Stated Clerk of the Regional Synod of Albany by acclamation. (CARRIED)

XI. NOMINATIONS COMMITTEE REPORT

Rev. Robert Hoffman, reporting

The Nominations Committee of the Regional Synod of Albany is made up of the stated clerks of each classis. They have responsibility to present nominees for vacancies that appear on the Synod's Boards and Permanent Committees, Executive Committee and Synod officers.

The Nominations Committee presents the following nominees:

Classis Ministries Board (three year term, two term limit)

Roger Krutz	Albany (Minister)	Second Term	2014
Nancy McClure Long	Columbia Greene (Minister)	Second Term	2014
<i>nominee</i>	Montgomery (Elder)	First Term	2014
Lois Fiegl	Rochester (Elder)	First Term	2014
<i>nominee</i>	Schenectady (Deacon)	First Term	2014
Mike Vamvas	Schoharie (Deacon)	First Term	2014

Fowler Ministries Board (three year term, two term limit)

Nancy Landrigan	Albany Classis	Second Term	2014
Snookie Patterson	Columbia Greene Classis	Second Term	2014
Dave Walsh	Schenectady Classis	Second Term	2014
Jenna Pearson	Schoharie Classis	First Term	2014

Albany Synod Executive Committee (three year term, one term limit)

John Paarlberg	Albany Classis	Minister	2014
Gary Smith	Columbia Greene Classis	Elder	2014
<i>nominee</i>	Rochester Classis	Minister	2012

Personnel Committee (three year term, two term limit)

Richard Dykstra	Schoharie Classis	Second Term	2014
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Kent McHeard	Schenectady Classis	First Term	2014
	Finance Committee (three year term, two term limit)		
Jim Pettis	Schenectady Classis	First Term	2014
	Overtures and Judicial Business Committee (five year term, one term limit)		
Jeff Kelley	Schoharie Classis	Minister	2016

MOTION: to approve the nominations recommended by the Nominations Committee. (CARRIED)

The Resolutions Committee of Rev. Greg Town and Rev. Miriam Barnes led synod in a moment of thanks for the ministry service of all whose terms are concluding on the boards and committees of the Synod:

Albany Synod Executive Committee	Classis Ministries Board
Molly Gambino	Pat Obrecht
David Tipple	Cuyle Rockwell
Derek Vande Slunt	John Stratton
Norm Tellier	Nick Vander Weide
John Bowen	Sue Smith
Sue Smith	
Fowler Ministries Board	Personnel Committee
Betsy Westman	John Bowen
Finance Committee	Overtures and Judicial Business Committee
Norm Tellier	Don Pangburn

And for all those who have been elected to serve new terms as well as those who will continue their service in additional terms.

XII. Ecumenical Greetings

Rev. Rita Root

Harold Delhagen introduced Rev. Rita Root who is serving as the Interim Executive for the United Church of Christ conference. Rev. Root brought greetings from the UCC Conference which consists of 279 churches in New York State and 3 congregations that are in the process of being organized. She noted how similar our denominations are in what we are facing in the world around us and the needs within us. She encouraged Albany Synod to keep reaching and working for the direction God has for us and pledged the support of the UCC Conference in this time of change and transition.

XIII. WORSHIP

The communion worship service was led by Revs. Mike and Sherri Meyer Veen, Rev. Greg Town and Rev. Miriam Barnes along with elders Carol Hendrix, Paul Schultz, Sue Smith and Vickie Jarvis from the Schoharie Reformed Church. Music was provided by Mr. Vince Smith and a combined choir from the Schoharie Reformed Church, Middleburgh Reformed Church and the First Reformed Church of Berne.

XIV. LUNCH

Synod recessed for a delicious lunch served by the members and friends of the Schoharie Reformed Church. Following the lunch, Revs. Mike and Sherri Meyer Veen led Synod in the Gathering Litany.

XV. GENERAL SYNOD COUNCIL REPORT

Rev. Greg Town, reporting

The General Synod Council (GSC) of the Reformed Church in America met for its spring meeting in Grand Rapids, Michigan, March 22 to 24.

The agenda included a number of items that will be brought to this summer's meeting of the General Synod, as well as progress reports on fulfilling the ends established by the General Synod in its 10-year goal, Our Call.

Following are some of the significant accomplishments that came out of the three-day meeting.

Tom De Vries selected as candidate for general secretary

The GSC selected Tom De Vries as the candidate to be presented to the General Synod to serve as the next general secretary of the Reformed Church in America. De Vries's nomination will now go before the General Synod at its June meeting. De Vries is currently lead pastor at Fair Haven Ministries in Hudsonville, Michigan. De Vries served as a member of the General Synod Council from 2005 to 2010.

GSC will propose 2 percent (\$0.98) assessment increase to General Synod

The GSC held an extensive discussion regarding funding the mission, ministry, governance, and administrative support services of the denomination. The GSC is the entity that brings to the synod a proposed assessment amount which supports 33 percent of the overall denominational budget. The GSC will forward to General Synod an assessment request of \$44.98 per confessing member, which is a 2 percent (\$0.98) increase over the 2011 amount.

Ends policy monitoring reports reviewed and progress assessed

Reports reviewed by the GSC in the six ends areas form the basis of its report to the General Synod in June. Detailed reports with measurable data were provided in the six ends areas as follows:

Church Multiplication policy

The RCA will foster a sustainable movement of church multiplication through starting new congregations.

Church Revitalization policy

The RCA will be a fellowship of externally-focused congregations where lives are being transformed and communities are being renewed.

Discipleship policy

The RCA will be a fellowship of congregations filled with disciples, nurtured inwardly, focused outwardly, becoming like Jesus in all they think, say, and do in order to show the love of God in all circumstances to all people.

Leadership policy

The RCA will be a fellowship of congregations that are building a healthy, growing future by renewing existing leadership and identifying, calling forth, and training people with gifts for leadership.

Mission policy (revised by the GSC at this meeting)

The RCA will be a fellowship of congregations that connect and engage people to what God is doing around the world, through missionary and mission partners that cross boundaries in word and deed with the love of God revealed in Jesus Christ and enabled by the Holy Spirit resulting in RCA churches equipped for mission that are Evangelizing unreached peoples ;Empowering global partners; Engaging in compassion and justice.

Multiracial Future Freed from Racism policy

The RCA will be a fellowship of congregations resisting the sin of racism and committing to a multiracial future engaging all of God's people in mission and ministry.

The GSC also reviewed reports from its racial and ethnic councils as a dimension of the GSC's responsibility to carry out the General Synod's mandate that the RCA give clear focus to its multiracial future freed from racism.

New ends policy adopted concerning women in ministry and mission

The GSC adopted a new ends policy to address the concerns of fully engaging the gifts of women in all of the ministries of the church. The new policy states: *The RCA will be a fellowship of congregations in which all women are equipped and empowered to fully exercise their gifts in the life, ministry, mission, and offices of the church.*

Executive limitations monitoring holds general secretary and staff accountable

One of the significant General Synod Council responsibilities in policy governance is to review detailed reports from the general secretary and staff around the RCA's mission, vision, and day-to-day operations. These monitoring reports are reviewed in depth at both the fall and spring meetings of the GSC. They provide the single best mechanism for the GSC to evaluate performance in all areas of responsibility of the general secretary and staff. The general secretary and staff reported compliance or progress in all policy areas.

Discernment event planned for 2012

The GSC heard a report from the discernment planning team regarding a church-wide discernment event to be held in Orlando in February 2012. More information on this event will be shared with RCA members and congregations throughout this spring and summer.

Don Poest elected moderator of GSC

Don Poest, a pastor from Brunswick, Ohio, was elected moderator of GSC beginning July 2011. Don is also the current General Synod president.

2012 General Synod to meet at Trinity Christian College

The GSC accepted an invitation from Trinity Christian College in Palos Heights, Illinois, to host the 2012 meeting of the General Synod.

General secretary's leadership affirmed

The GSC received and discussed the report of its relationship and review committee, the standing committee established to review the work of the general secretary. The GSC affirmed the leadership of Wesley Granberg-Michaelson as general secretary. The session included an opportunity for direct conversation with Wes and concluded with a time of prayer. The GSC's responsibility in this regard is to evaluate the general secretary's performance in all areas of his work as well as his performance within the General Synod Council. GSC commended the work of the general secretary in continuing momentum toward fulfillment of the denomination's 10-year goal and carrying out General Synod business.

2011 General Synod schedule and agenda reviewed and approved

The GSC set the agenda and schedule of the upcoming meeting of the General Synod.

Other GSC business

The GSC also addressed other business:

- The GSC received oral reports from its members, who have all accepted responsibility for visiting and listening to classes.
- The GSC received reports from the General Synod's Board of Benefits Services and the Ministerial Formation Certification Agency regarding the move of both agencies to become policy governance boards.
- The task force charged with a study of the current assessment process asked for and received a one-year extension and will report to the 2012 General Synod.

For additional information

Members of the GSC are available to address regional synods and classes or to answer your specific questions or concerns about the work of the GSC. For a list of GSC members, go to the General Synod Council webpage: www.rca.org/gsc.

In addition to the report given, Greg spoke about how his participation on the GSC as our Regional Synod representative has helped him see a larger picture of the Church beyond what parish ministry offers. He also answered questions asked of him by the delegates and shared some insights on the upcoming General Synod meeting.

XVI. FOWLER MINISTRIES BOARD REPORT

Dave Walsh, Moderator, reporting

In May 2009, the Regional Synod of Albany affirmed the creation of the Fowler Ministries Board (FMB) and placed the Fowler Camp and Retreat Center under its care. For the past two years, the FMB has carried out this responsibility prayerfully and carefully. Our mission is to bring the word of God, as manifested in his son Jesus Christ, to those whom we serve – the children who attend our summer sessions, those who come

to the urban camps, congregants in retreat, pastors who seek solitude and quiet contemplation in the prayer cabin.

This work is both joyful and challenging. We are challenged by a world in conflict and an economic disruption that has left so many of our people in financial straits. Many churches in our Synod are dealing with shrinking congregations and smaller budgets. We have gone through the growing pains of a new governance structure, and the changes that the structure brings to our church polity.

We continue to evolve. The Camp evolves with us. The Bible exhorts us to ‘bring forth the Kingdom’, and we respond to the blessings God presents to us all.

Bringing the Mission

Community, simplicity, and caring for creation. We are a Christian camp, and we bring those themes to our kids. We anticipate again serving nearly 850 children at Camp this coming summer, and another 250 at six urban camps. A new camp option will be run for the first time: “Una Tierra” will be available for grades 3-12 during the week of July 31. Discussions are continuing with area Lutheran, UCC, and Presbyterian groups, inviting them to use Camp Fowler, as their camps have closed or are closing. The Albany Presbytery has designated Fowler as one of the camps to which they will direct their kids, as they have closed Camp Hebron.

Expanding the Program

We continue to expand opportunities to use the Camp facilities. The FMB Program Committee is working with Nancy McNiven to organize meetings with Christian educators, to see how Fowler programming may support local congregational education programs. The flat-rate rental structure for Pine and Troost Lodges has proven to be very successful; they are nearly fully booked this year into November. The Board has also approved a similar flat-rate structure for Chi Rho. We continue to seek ways to make Fowler available for groups that provide both income and good ministry.

Staffing to Meet our Growing Success

There is no longer any downtime or off-season for Camp Fowler! The Board has reviewed our staff needs for the expanding work of Camp. We hired a ‘weekend camp care staff’ position to support the Camp Manager; this person will be available to act as host for weekend groups, thus giving our Manager the needed respite. In anticipation of Margaret Paige’s retirement, we evaluated the scope of work necessary to run the kitchen and maintain the living spaces, re-wrote the job description, and will be expanding the hours and coverage of new cook/housekeeper. We have also hired a bookkeeper, and have retained the services of Jen Kenneally as our fundraiser.

Caring for the Camp

The physical plant projects of the Master Plan should be nearly complete by the end of 2011. The second prayer cabin structure is up, and will be completed this year; it will be named “Skennen” (pronounced SKAH-new), the Mohawk word for “peace.” The road between the Manager’s House and Vrede Prayer Cabin has been resurfaced, the Pump

House has been moved to a new location in Camp where it will become the Camp Store, and a fourth well is now in service for the Camp (no water is being pumped from the lake). Most rooms in Chi Rho have been renovated and redecorated.

Managing our Resources

Our churches and our people have been extraordinarily generous to Camp Fowler. The annual fund drive for 2010 was Fowler's third most successful fund-raising campaign ever, and made it so that no assessment or endowment money was required to run the Camp in 2010. Over \$190,000 was raised in 2010. The Board has remained diligent with the Camp's finances and we monitor our budget and expenditures carefully. We are working on guidelines for the use and maintenance of our endowment. We continue to work through the Synod Finance Committee for their advice on fiscal and budgetary issues. Events planned for this year are a golf tournament, another early August concert at Camp, and a possible second Harvest event in the western part of the Synod, in addition to the gathering at Scotia, which is scheduled for 7 November 2011.

We are blessed with dedicated and caring staff. Part of our work this past year has been evaluating and rewriting staff job descriptions in light of the growing use of the Camp and its programs. In coordination with the Synod Fiscal and Personnel Committees, we also evaluated the compensation schedules of all Fowler staff, and recommendations have been drafted for a proposed realignment of salaries.

Spreading the Word

The Camp theme this year is "Bring Forth the Kingdom." The Fowler Ministries Board strives to bring forth God's word in all of our work. We thank the churches, the Classis, and the Synod for the incredible support and belief in Camp's mission. "The heavens are telling the glory of God, and the earth proclaims God's handiwork."

Dave highlighted four items from the report and other Fowler activities:

- 1) Summer Camp: Once again the target goal is to achieve 850 campers for the summer. Dave noted that more kids are coming to camp from non-RCA backgrounds than from the RCA. The "Una Tierra" week will offer the camp experience to all camper grades. Camp is looking to become "Trans-denominational" as we invite other denominations to identify Fowler at "their" camp due to the closing of their camp.
- 2) Staff Resources: Dave shared that the more camp has become a 12 month camp the more requirement this has placed on Fowler's staff. A weekend host has now been hired to reduce some of Chris Hayes' responsibilities with groups coming up to use the facilities. Camp will be hiring a new cook/housekeeper when Margaret Page retires and has hired a new bookkeeper to oversee Fowler's finances.
- 3) Master Plan: The work of the Master Plan is winding down and should be completed in the near future. Work groups are still volunteering to complete the remaining projects.

- 4) Finances: Dave spoke highly of the fiscal foundation that has been developed over the past 8 years. Especially noted in this was the \$2+ million dollar Master Plan, meeting the increased budget needs, and the increased endowment development and support.

As with the President's Report, the Executive's Report and the Classis Ministries Board Report, the Fowler Ministries Board Report has been referred to the General Review Committee for their review and recommendation.

XVII. GENERAL REVIEW COMMITTEE REPORT

Rev. Rudy Visser, Chairperson, reporting

The General Review Committee met over the course of a number of weeks, via email, to generate the following report.

Our charge was to review the following reports:

- I. The Report of the Albany Synod President
- II. The Report of the Albany Synod Executive
- III. The Report of the Classis Ministries Board
- IV. The Report of the Fowler Ministries Board

Upon reading all four of these reports, the following themes were identified.

The four reports gave testimony to the huge task of restructuring, visioning and implementing changes within our congregations, classes and Synod.

The tone ranged from being positive and motivating to addressing tough matters and urging the RSA as a collective whole to stay the course and finish the task.

The introduction of a new task forces, new members, new programs and new visions seemed to be another significant theme.

Being positive about the future and eagerly awaiting the outcome of the process also seemed to be a theme that was carried throughout.

The report of the president addressed concerns about the church's overall reluctance to change as well as the uncomfortable position that the Classes are put in because of the current Covenant of Care and the RCA Assessment structure. An invitation to use Room for All as a possible resource was presented.

Specific recommendations were made in two of the four reports. We therefore offer the following recommendations encompassing all four reports:

Recommendation 1

Responding to the Report of the President, the General Review Committee recommends that the Regional Synod of Albany continue to give support to the Synod Restructure Review Task Force.

MOTION: To approve Recommendation 1. (CARRIED)

Recommendation 2

Responding to the Report of the President, the General Review Committee recommends that the Regional Synod of Albany appoint a task force of six people to investigate the effects that the present assessment system and the RCA insurance requirements are having on our classes and congregations; to formulate alternative policies for presentation to the Synod and/or General Synod and to report back to ASEC at its fall meeting.

MOTION: To approve Recommendation 2.

Discussion: Questions were raised concerning the expertise needed by the individuals who would be appointed to such a task force, how much time would be required to complete the process and introduce change, and what the work of the task force might cost the Regional Synod in increased assessments. It was also noted that some of the work of the task force might include examination of the relational and emotional aspects of the concerns and not just the financial.

(MOTION CARRIED)

Recommendation 3

Responding to the Report of the President, the General Review Committee recommends that the Regional Synod of Albany encourage congregations that feel ready and willing to enter into conversations with regards to lesbian, gay, bisexual, and transgendered (LGBT) issues, to use Room for All and other available people as resource.

MOTION: To approve Recommendation 3.

Discussion: A lengthy discussion ensued on the proposed recommendation. Some of the content of the discussion focused on the following:

- What the recommendation asks us to do in light of the RCA's ongoing policy toward homosexuality, which hasn't changed since 1978. It was noted that the recent denominational dialogue opportunities have concluded but the sharing of

resources and opportunities for regional or local dialogues to continue is still desired and important.

- The recommendation feels like a pressure that pits classes and congregations and individuals against one another as either being ready and willing or not. At the same time, regardless of the respective views, the need to keep channels open is important.
- The recommendation is an opportunity to introduce and expand upon the resources available to individuals and congregations and is simply an invitation to make use of them if desired.
- The recommendation and use of the word “ready” presupposes a natural progression but not all might be at the same place in their need or desire.

The President called upon the Resolutions Committee to lead in a time of reflection and prayer before the vote was taken.

(MOTION CARRIED)

Recommendation 4

Responding to the Report of the Synod Executive, the General Review Committee recommends that the Regional Synod of Albany allow at least one of the CMB representatives to be seated (voting or nonvoting) on the Executive Committee of its sending Classis.

MOTION: To approve Recommendation 4.

Discussion: A question was raised as to whether the Regional Synod has the authority to allow classis executive committees to seat CMB representatives at their meetings. It is more an urging or encouraging them to do so. The motion was changed to reflect that encouragement.

MOTION: That the Regional Synod of Albany encourage classes to allow one of their CMB representatives to be seated (voting or nonvoting) at their executive committee meetings. (CARRIED)

Recommendation 5

Responding to the Report of the Synod Executive, the General Review Committee recommends that each congregation and classis explore new ways of working collegially together for mutual support, accountability and the sharing of resources.

MOTION: To approve Recommendation 5. (CARRIED)

Recommendation 6

Responding to the Report of the Synod Executive, the General Review Committee recommends that the RSA establish a standards task force, which will research the areas of training and requirements in the areas of boundaries, safe sanctuaries, preaching elders and candidates for ministry in order to make recommendations to our synod at our next stated annual meeting.

MOTION: To approve Recommendation 6.

Discussion: Delegates inquired about a clearer understanding about what is meant by “boundaries” and “safe sanctuaries” so that there wouldn’t be any assumptions or misconceptions. The Synod Executive offered a brief summary of the history behind the suggestion in his report and how its focus is certainly on the establishment of sexual boundaries but that it is not limited to ensuring child protection standards are established and maintained. Questions were also raised about the membership of the task force and what kind of expertise they will need to have to accomplish the task. Once again, Harold informed of his relationship within the ecumenical community where such resources are already available to us and that at the minimum we should make sure each classis has a representative on the task force so that a common set of standards might be established.

A MOTION was made to amend the recommendation by replacing the words “safe sanctuaries” with child protection.

The motion to amend the recommendation CARRIED.

The amended motion, now reading “that the RSA establish a standards task force, which will research the areas of training and requirements in the areas of boundaries, child protection, preaching elders and candidates for ministry in order to make recommendations to our synod at our next stated annual meeting” was CARRIED.

XVIII. 2012 PROPOSED FOWLER BUDGET

The 2012 proposed budget for the Fowler Camp and Retreat Center was presented to the delegates for their consideration and approval.

**Fowler Camp and Retreat Center
Profit and Loss**

Budget proposal for 2012

Budget, 2011

Actual Jan - Dec '10

Ordinary Income/Expense

Income					
A-Summer Camp	\$290,000		291,450		262,746.11
B-Retreats	\$45,000		30,000		43,448.60
C-Fenimore	\$5,000		4,000		5,385.50
D-Cabins	\$3,000		3,500		3,071.00
E-Store	\$25,000		25,000		14,037.89
F-Chapel	\$1,500		11,000		600.00
H-Chi Rho House	\$81,000		80,000		74,256.60
I-Pine Lodge	\$9,000		10,000		8,234.98
J-Troost Lodge	\$6,000		6,000		6,392.00
K-Interest	\$0		0		699.79
L Endowment	Endowment	\$20,000		20,000	7,400
M-Miscellaneous	\$0		0		2,322.00
O-Prayer Cabins (2)	\$7,000		6,000		1,240.00
P-Special Gifts	\$30,000		5,000		2,630.00
(Designated)					
Q-Special Gifts (Unrestricted)			150,000		182,931.32
1. RSA Churches	\$60,000				
2. Other Gifts	\$111,500				
S-Day Camp	\$6,000		6,000		6,214.04
Total Income	\$700,000		647,950		621,609.83

Expenses

A. Camp and Retreats

1. Summer Camp	\$21,000		23,000		21,486.29
2. Retreats	\$6,000		5,000		6,677.24
Total A. Camp and	\$27,000		28,000		28,163.53

Retreats

C. Publicity	\$8,000		5,000		13,961.44
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D. Food Service

1. Food	\$78,000		73000		74,161.19
2. Kitchen Supplies	\$4,000		6000		4,463.78
Total D. Food	\$82,000		79000		78,624.97

Service

E. Store Expenses	\$18,000		18,000		13,882.40
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F. Maintenance

1. Cleaning/Paper	\$4,500		4000		3,205.18
Supplies					
2. Furniture/Linens	\$3,000		5000		505.17
3. Bldg/Equip Repair	\$24,000		27000		28,812.02
4. Equipment	\$4,000		4000		3,758.54
5. Multi-Peril Ins.	\$26,000		22000		31,256.06
Total F. Maintenance	\$61,500		62000		67,536.97

G. Utilities

1. Electric	\$13,000		16000		12,042.29
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2. LP Gas	\$9,000	8000	5,743.72
3. Fuel Oil	\$20,000	20000	14,799.08
4. Telephone	\$4,500	4000	3,592.80
Total G. Utilities	\$46,500	48000	36,177.89

H. Vehicles

1. Maintenance	\$5,000	5000	4,235.26
2. Replacement	\$0	4000	0.00
3. Fuel	\$4,800	5800	2,362.72
4. Insurance	\$4,000	6000	2,950.60
Total H. Vehicles	\$13,800	20800	9,548.58

I. Operations

1. Office	\$5,000	4000	8,691.18
Supplies/Postage			
2. Permits/Assoc. Fees	\$1,000	1000	619.00
3.	\$0	500	0.00
Periodicals/Library			
4. Donations (Fire/Ambulance)	\$3,000	3000	1,150.00
5. Financial Exp (audit/bank)	\$5,000	6000	7,797.21
6. Credit card service charges	\$1,000	3,000	438.84
7. Development costs		\$10,000	
Total I. Operations	\$25,000	17,500	18,696.23

L. Personnel

1. Payroll Taxes	\$17,500	17,500	15,336.60
2. Fowler Full Time Staff	\$155,500	132,700	143585.02
3. Summer Employees	\$93,000	91,000	83,337.36
4. Chi Rho Cook and Housekeeper	\$25,000	25,000	14,867.30
5. Temporary Labor	\$15,000	22,000	27,716.19
6. Bookkeeper	\$6,500	6,500	0.00
7. Employee Benefits	\$77,000	68,000	60,243.91
8. Payroll Expenses-Paychex	\$3,500	3,500	2,856.49
9. Development		\$25,000	
Total L. Personnel	\$418,000	366,200	347,942.87
Total Expense	\$699,800	644500	614,534.88

Net Ordinary Income \$200

7,074.95

MOTION: To approve the proposed 2012 budget for the Fowler Camp and Retreat Center.

Discussion: It was noted that no review of this budget had been done by any other group or committee other than the body that presented it and this is an unacceptable practice that should not be allowed in future years. Explanation was given as to why and how this happened and that it is not the intended practice and will not be repeated in the future. Specific questions about the use of endowment funds and other items were raised by delegates and answered by the Fowler Board of Trustee members.

The motion to approve the 2012 Fowler budget was CARRIED.

XIX. COMMITTEE ON ACCOUNTS

Mr. Jim Pettis Jr., Chairperson, reporting

The Committee on Accounts, consisting of Jim Pettis (Acting Chair), Jill Cullen, Gary Smith, William (Bill) Morris, and Peggy Funderburke met on April 7, 2011.

The meeting was a continuation from the Committee on Finance in which we were observers of their process and presentations. There was concurrence in attitudes of appreciation concerning the work that had been performed by the newly engaged accounting firm of DeChants, Fuglein & Johnson, LLP. This accounting firm not only reported the financial status of the Regional Synod and Camp Fowler but also recorded observations and suggestions for improvement for our implementation.

The committee also did a line by line review of the 2012 Proposed Budget and had a conversation concerning the Classis Assessments for Albany Synod's support.

The committee presents the following recommendations to the Regional Synod:

- R-1 That the financial reports of the Synod of Albany and the Fowler Camp and Retreat Center for the year ending December 31, 2010 as presented by the accounting firm of DeChants, Fuglein & Johnson, LLP, be approved.

MOTION: To approve Recommendation 1. (CARRIED)

R-2 That the 2012 Albany Synod budget of \$419,224.00 be approved.

MOTION: To approve Recommendation 2.

Discussion: Questions were raised about some of the specific items in the budget as presented. Inquiries about use of reserve funds to support the budget, the desire to have a comparison between the previous year's budget and the previous year's actual expenses, understanding why some items were blacked out were answered by the Synod Executive. It was noted that the budget for 2011 was \$455,533 or about \$36,000 more than the proposed budget for 2012. Harold also noted that next year's budget will include the comparisons requested.

The motion to approve Recommendation 2 CARRIED.

R-3 That the assessed portion of the Albany Synod budget be supported by a 2012 per capita assessment of \$28.15, an increase of \$.65 or ½ of the Approved Budget's need.

MOTION: To approve Recommendation 3.

Discussion: A question was raised about what it means that the proposed assessed amount is ½ of the approved budget's need. Jim Pettis explained that the actual budget need called for an assessment increase of \$1.30 per active member but that the Committee on Accounts thought this amount too great to present so they are recommending only ½ of the total be supported by assessment and the other ½ be taken from reserve funds. It was also noted that even with this increased use of the reserve funds the Finance Committee expects to realize growth in the invested funds of the Synod.

The motion to approve Recommendation 3 CARRIED.

R-4 That this Committee on Accounts strongly urges the Fowler Board of Trustees to act on the recommendations made by the accounting firm to ensure that compliance is achieved.

MOTION: To approve Recommendation 4.

Discussion: It was noted in discussion that the Regional Synod should be the body urging that the recommendations in the management letter be followed by the Fowler Board of Trustees.

A MOTION was made to amend recommendation 4 to read: "That the Regional Synod of Albany strongly urges the Fowler Board of Trustees to act on the recommendations made by the accounting firm to ensure that compliance is achieved. (CARRIED)

Synod was informed that the recommendations in the management letter are mostly procedural suggestions and that the Fowler Board of Trustees will be reviewing them at their next meeting and will implement them accordingly.

Recommendation 4 was APPROVED as amended.

REGIONAL SYNOD OF ALBANY
2012 PROPOSED BUDGET

Account #	Description	2012 Budget
Accts/Assets/Liabilities		
100	First Niagara - Operating 0476	
110	First Niagara - Imprest Fund 6212	
120	First Niagara - CL - 2257	
130	First Niagara MM - 4693	
200	Fenimore Assets	
	201 - FamFund Synod	
210	Net Assets - Temp. Restricted	
220	Net Assets - Unrestricted	
230	Notes Receivable	
	231 - Dick Otterness Loan	
	232 - H. Delhagen Loan	
240	Bldg 1790 Grand Blvd	
250	Banking/Financial Fees	\$1,000.00
	251 - Bank Fees	
	252 - Interest Charges	
300	Payroll Liabilities	
	305 - Payroll Contrib to Annuity	
330	Payroll Processing	
	331 - Deffered Comp.	\$22,759.00
	332 - FICA/SS Offset	\$17,815.00
	333 - Payroll Charges	\$2,500.00
Income		
400	Admin Misc	
410	Admin Assessments	\$234,574.00
421	CMB Giving	\$90,000.00

422 - Fowler Giving/Xfer to Fowler	
423 CMB Individual Gifts	\$5,000.00
430 Rental Income	\$4,000.00
440 Interest Income	\$100.00
450 Classis Ministry Board	\$1,000.00
480 Investment Income	\$84,550.00

**Total
Income \$419,224.00**

Expenses

250 Banking/Financial Fees	\$1,000.00
330 Payroll Processing	
331 - Deffered Comp.	\$22,759.00
332 - FICA/SS Offset	\$17,815.00
333 - Payroll Charges	\$2,500.00
500 Synod Operations	
510 - Salary	\$136,418.00
520 - Insurance Benefits	\$10,366.00
530 - Executive Expenses	
531 - Harold Bus Exp	\$9,450.00
533 - Harold Cont Ed	\$2,163.00
534 - Housing Xfer	\$2,100.00
600 Synod Office Operations	
610 - Office Equipment	\$9,000.00
620 - Supplies	\$5,000.00
630 - Printing	\$2,500.00
640 - Communications	
641 - Telephone	\$7,500.00
642 - Internet	\$1,000.00
643 - Web Communication	\$2,000.00
644 - Website	\$1,500.00
650 - Postage	\$3,000.00
660 - Audit	\$5,000.00
670 - Building Expenses	
671 - Services	\$7,500.00
672 - Utilities	\$4,000.00
673 - Taxes/Insurance	\$3,500.00
700 Synod Expenses	
710 - RSA Meeting	\$4,000.00
720 - Committee Meetings	\$6,000.00
730 - NYS Council of Churches	\$1,000.00
740 - Clerk's Office	\$700.00
750- Staff Meeting Expenses	\$500.00
760 - Denominational (PACT/COSE)	\$5,000.00

800	Classis Ministry Board	\$36,500.00
900	CMB Personnel	
	910 – Salary	\$88,726.00
	920 – Benefits	\$11,058.00
	930 - Continuing Ed	\$1,669.00
	940 - Expense Accounts	
	941 – Nancy	\$2,000.00
	942 – Phyllis	\$6,000.00

Total Expense	\$419,224.00
Total Income	\$419,224.00
Difference	\$0.00

XX. OVERTURES AND JUDICIAL BUSINESS COMMITTEE

Rev. Stacey Midge, Vice Chairperson, reporting

The Overtures and Judicial Business Committee met a few times in person and by email to consider the items in our report today. Those items concern the By Laws of the Regional Synod of Albany and the review of an Overture presented by the Classis of Albany.

By Laws

The OJB Committee received two requests concerning changes to the Albany Synod By Laws. The first request came from the Personnel Committee and was to make necessary changes to the By Laws so that there would be consistency in the By Laws references to the position description of the Fowler Executive Director.

The OJB Committee recommends the following By Laws changes: (*deletions are in italics, additions are in bold print*)

Article 6. Permanent Committees
 Section 2. Classis Ministries Board
 b. Membership and Meetings

iii. The Classis Ministries Board shall have the following non-voting members: the RSA Executive, the Synod mission staff, the *Director of Fowler Ministries* **Fowler Executive Director**, and the Fowler Ministries Board liaison.

Section 3. Fowler Ministries Board

b. Membership and Meetings

iii. The Board shall have two (2) non-voting members: the *Director of Fowler Ministries* **Fowler Executive Director** and the Synod Executive.

MOTION: To approve the recommended By Laws Changes regarding title and position description consistency with regard to the Fowler Executive Director. (CARRIED)

The second request received by the OJB Committee was from the Fowler Ministries Board and that request was to change the By Laws to expand the Fowler Ministries Board to include representation from the Synod's Personnel and Finance Committees. The OJB Committee recommends the following changes to the By Laws for this purpose.

Article 6. Permanent Committees

Section 3. Fowler Ministries Board

b. Membership and Meetings

- i. The Fowler Ministries Board shall have *twelve (12)* **fourteen (14)** voting members, consisting of two (2) Reformed Church members in good standing from each of the six (6) classes in the Regional Synod of Albany, **the vice-chairperson of the Personnel Committee, and the vice-chairperson of the Finance Committee.**
- ii. The voting members of the Fowler Ministries Board (**except for the vice-chairpersons of the Personnel and Finance Committees**) shall be nominated by their classes. The stated clerk shall request these nominations according to an equitable rotation schedule. A term for these members is three years. A member may serve an additional term subject to nomination by her or his classis and electing vote by the Synod.

Section 5. Personnel Committee

a. Membership and Meetings

- iii. **Nominate its vice-chairperson annually prior to the March Executive Committee meeting. The Executive Committee**

shall appoint the vice-chairperson. The vice-chairperson shall be a member of the Fowler Ministries Board.

- iv. Meet at least once a year and additionally as needed to accomplish its responsibilities.

Section 6. Finance Committee

a. Membership and Meetings

iii. Nominate its vice-chairperson annually prior to the March Executive Committee meeting. The Executive Committee shall appoint the vice-chairperson. The vice-chairperson shall be a member of the Fowler Ministries Board.

- iv. Meet at least once a year and additionally as needed to accomplish its responsibilities.

MOTION: To approve the recommended change to the By Laws regarding expanding the Fowler Ministries Board for better representation with the Finance and Personnel Committees. (CARRIED)

Overture

The Classis of Albany submitted the following Overture for review and recommendation by the Overtures and Judicial Business Committee.

The Reverend Classis of Albany respectfully overtures the Synod of Albany to investigate possibilities for short-term disability insurance for pastors and to consider offering a common insurance to all congregations, for report to the 2012 Synod of Albany.

REASONS:

- 1. While the RCA denominational insurance offers long-term disability insurance for all pastors, this does not begin to pay benefits until six months after the pastor is disabled. For that six-month period, congregations are responsible to pay salaries and benefits for installed pastors while also providing for replacement pastoral services. This could be financially devastating for congregations.**
- 2. A shared insurance program over a larger pool, such as the entire Synod, would be potentially less expensive than insurance purchased by each congregation.**
- 3. If such a plan was available, the Synod could encourage each classis to require such insurance for all pastors.**

The OJB Committee finds the overture to be in good order and recommends that the Synod **approve** the overture.

MOTION: To approve the Overture. (CARRIED)

In addition, The OJB Committee recommends that the Regional Synod of Albany submit the same overture to the RCA General Synod with the necessary changes.

MOTION: To approve the recommendation to send the Overture to General Synod. (CARRIED).

XXI. RESOLUTIONS COMMITTEE REPORT

Rev. Miriam Barnes and Rev. Greg Town, reporting

R-1 Whereas the Schoharie Reformed Church has offered gracious and warm hospitality in food, drink, and preparation of space, with meaningful worship services under the able leadership and musical talent of the Reverends Mike and Sherri Meyer-Veen; Whereas we have had the opportunity to celebrate ministries within the bounds of the Synod of Albany and see how God is at work transforming and revitalizing our churches and our communities; Whereas Sue Smith, Bruce Cornwell, Bob Hoffman, Harold Delhagen and Kathy Davelaar spent much time and effort preparing the logistics for this meeting;

Therefore, be it resolved this 2nd day of May 2011 that the Regional Synod of Albany offers thanks and praise for all those making preparations and offering hospitality for this meeting.

MOTION: To approve Resolution 1. (CARRIED)

R-2 Whereas much work has taken place this past year through numerous leaders; Whereas the Rev. Bob Hoffman continues to serve faithfully (and without complaint) as our stated clerk, keeping us in good and proper order; Whereas Elder Sue Smith has led with compassion and wisdom as president and past president; Whereas the Reverend Bruce Cornwell has guided us with courage and faithfulness as Synod president this past year, sharing his gifts and talents in many ways including calling us to the one unchanging gospel mission of sharing the love of God in Jesus Christ with the world, challenging us to faithfully evaluate and possibly change the ways in which we engage in an ever-changing world, and for his willingness to open for us anew the inclusive ministry and work of Room for All; Whereas the Rev. Kathy Davelaar and Elder Richard Doyle have answered the call to leadership and have stepped forward to contribute their gifts to the table;

Therefore, be it resolved that the Regional Synod of Albany gives thanks and praise to God for such gifted leaders and offers them our prayers, support, and thanks, asking for the Spirit's guidance and direction as God's work is carried on.

MOTION: To approve Resolution 2. (CARRIED)

R-3 Whereas the Classis Ministries Board has faithfully carried on their work together in the past year to meet the needs of our Classis members through offering opportunities for growth, support, and renewal for consistories, elders, deacons and ministers, and for encouraging congregations and classes towards revitalization; Whereas the Fowler Ministries Board continues to be faithful stewards of the many gifts which God has given to us, while supporting a piece of God's world that is a life changing place for the wider church and the community at large;

Therefore, be it resolved that the Regional Synod of Albany extends our profound appreciation to the members of the Classis Ministries Board and the Fowler Ministries Board for all the work they have done and continue to undertake on behalf of each of our congregations.

MOTION: To approve Resolution 3. (CARRIED)

R-4 Whereas our synod staff have continued to share their heart for the revitalization, discipleship & mission of the church by giving of themselves and their talents; Whereas Harold Delhagen has led with vision and grace that God has given him as our Synod Executive, and for his ways of support of the classes, congregations, consistories, and ministers of our Synod; Whereas Nancy McNiven and the Rev. Phyllis Palsma have led our congregations with servant hearts, gifts and talents, and willing spirits; Whereas Kent Busman has continued to lead Camp Fowler with vision, passion and hope, making room for all of God's children to have a worshipful and joy-filled place to encounter the Triune God; Whereas Deb Batcher, Chris Hayes, Margaret Paige, Jen Kenneally, and Sandra Narusky have provided invaluable support to make Fowler Camp and Retreat center an organized, accessible, welcoming, and well-run facility all year long; Whereas Heather Johnson and Nicole Fargione have provided invaluable support to Synod staff and our congregations as executive assistants;

Therefore, be it resolved that we offer our heartfelt appreciation, admiration, and thanks for the continued blessing of our synod staff to the Regional Synod of Albany.

MOTION: To approve Resolution 4. (CARRIED)

R-5 Whereas the Classis of Albany has graciously invited the Synod of Albany of 2012 to gather within its bounds; Whereas the Blooming Grove Reformed Church has offered to host;

Therefore, be it resolved that the Synod of Albany accepts this gracious offer and agrees to meet on May 7, 2012 at the Blooming Grove Reformed Church, within Albany classis.

MOTION: To approve Resolution 5. (CARRIED)

XXII. ADJOURNMENT

MOTION: To adjourn the annual meeting of the Regional Synod of Albany following the benediction of the Commissioning of the new officers. (CARRIED)

XXIII. COMMISSIONING SERVICE

The following newly elected officers of the Regional Synod of Albany were commissioned to their respective offices by Bruce Cornwell.

Kathy Davelaar, President

Richard Doyle, Vice President

Robert Hoffman, Stated Clerk

Respectfully Submitted

Robert Hoffman, Stated Clerk

Bruce Cornwell, President

**APPENDIX I
PRESIDING PRESIDENTS AND
PLACES OF ANNUAL MEETINGS**

Rev. M. William Reynolds.....	Lawyersville.....	1987
Rev. Robert DeYoung	Rensselaer	1988
Elder D. Robert Persse	Ghent.....	1989
Rev. Mary Ann Wierks	Herkimer	1990
Rev. David G. Corlett.....	Trinity, Rochester	1991
Rev. Fred Mueller.....	Mont Pleasant, Schenectady	1992
Rev. Richard Otterness.....	Glen, Fultonville	1993
Elder Dominic Passalacqua	First Bethlehem, Selkirk	1994
Rev. Donald Pangburn	Kinderhook	1995
Rev. Joyce de Velder.....	Pitcher Hill, No. Syracuse.....	1996
Rev. Sophie Mathonnet-VanderWell	Interlaken	1997
Elder Kitt Jackson	Helderberg, Guilderland Center.....	1998
Rev. Sam Vander Schaaf.....	Jay Gould Memorial	1999
Rev. Scott De Block	First Church in Albany.....	2000
Rev. James De Witt.....	Ghent.....	2001
Rev. Nancy Ryan.....	Reformed Church of Syracuse	2002
Rev. Harold Delhagen	Pultneyville	2003
Martha Stanton	Woodlawn Reformed, Schenectady	2004
Rev. Arthur Hudak	Fonda Reformed, Fonda.....	2005
Rev. Lisa Vander Wal	Emmanuel, Castleton	2006
Rev. Marcia Gibbons.....	Reformed Dutch Church, Claverack.....	2007
Rev. Marcia Gibbons.....	Mohawk.....	2008
Rev. Daniel Griswold.....	Trinity, Rochester.....	2009
Susan Smith	Christ Community, Clifton Park.....	2010
Rev. Bruce Cornwell.....	Schoharie Reformed.....	2011

APPENDIX II

CLASSIS MINISTRIES BOARD

Jim Andrews	Columbia Greene, deacon	2012+
Kent Busman	Fowler Executive Director	
Bruce Cornwell	Past President	2012
Harold Delhagen	Synod Executive	
Brian Dykema	Schoharie, minister	2013+
Brian Engel	Montgomery, minister	2012
Joan Garnar	Columbia Greene, elder	2013+
Shirley Hermann	Montgomery, deacon	2013
Brad Lewis	Schenectady, elder	2012*
Roger Krutz	Albany, minister	2014+
Ian Leet	Albany, elder	2013+
Nancy McClure-Long	Columbia Greene, minister	2014+
Nancy McNiven	Staff	
Stacey Midge	Schenectady, minister	2013
Andrew Mondore	Albany, deacon	2012
VACANT	Schenectady, deacon	2014
Phyllis Palsma	Staff	
VACANT	Montgomery, elder	2014
Joan Stanton	Schoharie, elder	2012
Lois Feigl	Rochester, elder	2014
Roy Vander Wal	Rochester, deacon	2013+
Nicholas Vanderwiede	Rochester, minister	2012
Kathy Davelaar	President	2012
Michael Vamvas	Schoharie, deacon	2014
Richard Doyle	Vice President	2012

FOWLER MINISTRIES BOARD

Mark Andersen	Montgomery	2012
James Brumm	Albany	2013+
Jana Di Piazza	Rochester	2012+
Rhonda Raux	Montgomery	2013
Nancy Landrigan	Albany	2014+
Snookie Patterson	Columbia Greene	2014+
David Walsh	Schenectady	2014+
Jenna Pearson	Schoharie	2014
Dawn Olsen	Columbia Greene	2013
Mark Watson	Schenectady	2012
Steve Cook	Schoharie	2012
John Manahan	Rochester	2013
Kent Busman	Fowler Executive Director	
Chris Hayes	Fowler Manager	
Harold Delhagen	Synod Executive	

+ denotes second term

* denotes serving an unexpired term

Appendix III
2010 Giving by Churches

Code	Church Name	2010 CMB Giving
101	First Church in Albany	\$3,500.00
102	Third Reformed Church	\$1,000.00
103	Bethany Reformed Church	\$4,200.00
104	Emmanuel Reformed Church	
105	Clarksville Community Church	
106	Reformed Church of the Boght (SUSPENDED)	
107	Coeymans Reformed Church	
108	Community Reformed Church of Colonie	\$284.00
109	Second Reformed Church - Coxsackie	
110	Blooming Grove Reformed Church	
111	Delmar Reformed Church	\$1,000.00
112	Greenbush Reformed Church	\$1,800.00
113	Jerusalem Reformed Church	\$100.00
114	Onesquethaw Reformed Church	
115	Glenmont Community Reformed Church	
116	Knox Reformed Church	\$1,800.00
117	New Baltimore Reformed Church	\$15.00
118	First Reformed Church of Bethlehem	\$598.67
119	Second Reformed Church of Berne	\$405.75
120	Unionville Reformed Church	\$400.00
122	Westerlo Reformed Church	\$250.00
123	First Reformed Church - Wynantskill	\$1,380.00
201	First Reformed Church of Athens	\$250.00
202	First Reformed Church of Catskill	\$964.60
203	First Reformed Church of Chatham	
204	Reformed Dutch Church	\$300.00
205	Second Reformed Church of Claverack	
206	Gallatin Reformed Church	

207	Reformed Church of Germantown	
208	Ghent Reformed Church	
209	Mt. Pleasant Reformed Church	\$300.00
210	First Reformed Church of Hudson	
211	Kinderhook Reformed Church	
212	Kiskatom Reformed Church	\$225.00
213	Leeds Reformed Church	
214	Livingston Memorial Church	
215	Linlithgo Reformed Church	\$500.00
216	Reformed Dutch Church of Schodack	\$1,300.00
217	Nassau Reformed Church	
218	New Concord Reformed Church(CLOSED)	
219	Schodack Landing Reformed Church	
220	Stuyvesant Reformed Church	\$225.00
221	West Copake Reformed Church	
222	First Reformed Church - Coxsackie	
301	Thousand Isles Reformed Church	
302	Reformed Church of Canajoharie	\$500.00
303	Currytown Reformed Church	\$375.00
304	Ephratah Reformed Church	
305	Reformed Church of Fort Plain	\$500.00
306	Reformed Church of Herkimer	\$500.00
307	Mohawk Reformed Church	
308	Pitcher Hill Community Church	\$2,465.00
309	Owasco Reformed Church	\$583.32
310	St. John's Reformed Church	\$200.00
311	Sprakers Reformed Church	
312	Reformed Church of Syracuse	\$500.00
313	Christ Community Reformed Church	
314	West Leyden Reformed Church	
401	Abbe Reformed Church	
402	Clymer Hill Reformed Church	
403	Interlaken Reformed Church	

404	Second Reformed Church of Marion	
405	Woodlane Community Church (Arcadia/Newark)	
406	Reformed Church of Palmyra	\$342.00
407	Pultneyville Reformed Church	
408	Brighton Reformed Church	\$2,100.00
409	Lakeview Community Church	
410	Trinity Reformed Church - Rochester	\$4,000.00
411	First Reformed Church - Sodus	
412	Tyre Reformed Church	
413	Williamson Reformed Church	
501	Altamont Reformed Church	\$3,000.00
503	Christ Community Reformed Church	\$1,200.00
504	Lisha's Kill Reformed Church	\$5,350.00
505	Fort Miller Reformed Church	
506	Lynnwood Reformed Church	\$1,460.00
507	Helderberg Reformed Church	\$1,400.00
508	Niskayuna Reformed Church	\$3,250.00
509	Second Reformed Church of Rotterdam	
510	Trinity Reformed Church - Schenectady	\$350.00
511	First Reformed Church of Rotterdam	
512	First Reformed Church - Schenectady	\$9,563.00
513	Bellevue Reformed Church	\$2,100.00
515	Woodlawn Reformed Church	
516	Bacon Hill Reformed Church	\$100.00
517	Old Saratoga Reformed Church	\$105.00
518	First Reformed Church of Scotia	\$2,750.00
519	Amity Reformed Church	\$344.00
520	First Reformed Church of Glenville	
601	First, Amsterdam (CLOSED as of 9/6/08)	
602	First Reformed Church of Berne	
603	Cranesville Reformed Church	
604	Fonda Reformed Church	\$4,200.00

605	Fultonville Reformed Church	
606	Glen Reformed Church	
607	Calvary Reformed Church	\$200.00
608	Second Reformed Church - Esperanse(Howes)	
609	Johnstown Reformed Church	
610	Lawyersville Reformed Church	\$700.00
611	Middleburgh Reformed Church	\$600.00
612	Florida Reformed Church	
613	Reformed Dutch Church of Prattsville	
614	Jay Gould Memorial Reformed Church	\$332.00
615	Schoharie Reformed Church	\$2,000.00
616	Sharon Reformed Church	
		\$71,867.34